



City of Marina

AT MONTEREY BAY

POLICE OFFICER CONTINUOUS RECRUITMENT

Employment Opportunity



*Come grow with us.
Marina, a small city with a big future.*

The City of Marina Police Department is currently recruiting qualified lateral Police Officers, in-service academy students and academy graduates. If you are seeking a challenging career, professional growth and the opportunity to live within a growing and developing community, we encourage your application. Our recruiting process is dedicated to finding quality candidates WHO WANT TO JOIN A COMMUNITY ORIENTED professional law enforcement AGENCY.

City of Marina, California
Human Resources Division
211 Hillcrest Avenue, Marina, CA 93933
(831) 384-3715 • www.ci.marina.ca.us

AN EQUAL OPPORTUNITY EMPLOYER ENCOURAGING WORKFORCE DIVERSITY

POLICE OFFICER

ADVENTURE

The City of Marina has a continuous recruitment for academy students, academy graduates and lateral officers. We offer a competitive salary and benefit package, and an attractive work schedule. The City features access to beautiful beach front areas, local parks, grade schools, business centers, shopping centers, residential communities and major planned developments on the old Fort Ord property.

Come grow with us!

The Position

A lateral Police Officer is an officer who has worked for a police department prior to coming to the City of Marina, has completed a Basic Police Academy, possesses at least a Basic [P.O.S.T.](#) Certificate, and meets the following minimum employment qualifications:

- Must be at least 20 1/2 years of age by the Exam Date AND 21 years of age by date of appointment.
- All applicants must possess a High School Diploma from a accredited United States High School or GED from the United States.
- All applicants must be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship (Per California Government Code Section 1031).
- All applicants must possess a valid driver's license.
- All applicants must have a satisfactory driving record
- All applicants must have at least 20/40 vision uncorrected in accordance with POST [Vision standards](#)
- All applicants must meet job-related medical and physical performance standards.
- All applicants must pass physical and psychological examinations.
- All applicants must pass a drug test.
- All applicants must pass a background investigation.
- Weight should be proportional to height.

Automatic Disqualification:

Applicants may not have any felony or domestic violence convictions.



COMMUNITY RELATIONS

COMPENSATION

Salary Range: \$3872 - \$4686 per month.

Starting salary depends upon qualifications and experience.

The City is currently conducting a citywide review of salaries.

The salary range for lateral officers may be anywhere within the salary scale.

The salary for Academy students and graduates is set at "A" Step of the Police Officer's salary range.

The City of Marina has begun a citywide compensation study for the purposes of adjusting its salary plans to more competitive market rates.

BENEFITS

The benefits package includes:

- CalPERS Retirement 3% @ 50, EMPC
- Health Insurance – Pers Choice or Pers Care
- Vision
- Dental
- Life Insurance
- Health Allowance
- Paid Holidays
- Paid Vacation
- 12 Sick Leave Days per Year
- Uniform Allowance
- Education Incentive
- Tuition Reimbursement

APPLICATION AND SELECTION PROCESS

Applicants meeting the minimum qualifications for the position will be invited to participate in the testing process.

Recruitment Process

Applications: To begin the hiring process you must submit an application for Police Officer. Applications are available on line at www.ci.marina.ca.us. Currently, we are accepting applications on a continual basis; however, deadline dates will be set for testing applicants at 90 day intervals. Applications will be screened for completion and content. Only applicants who pass this screening test will be notified and invited to the next phase of testing.

Oral Board Exam: The oral board panel may consist of sworn and non-sworn police personnel, and a member of the local community. You may be asked a series of questions about yourself, the department, and your qualifications for the job, basic knowledge of police procedure and/or the law. You may also be asked questions about hypothetical situations to test your ability to make decisions and use sound judgment and common sense.

Personal Issue Questionnaire Interview: Prior to the oral board, applicants will be given a Personal Issue Questionnaire to complete. Immediately following the oral board a Background Investigation will review the Personal Issue Questionnaire with each applicant. Applicants are required to pass this step in the process in order to advance to the next phase of examinations.

An Employment Eligibility list is established for those applicants who successfully pass the above testing processes. Those selected from the eligibility list will continue in the process. This list is good for up to six (6) months from the date the list is certified. Every 90 days that list will be merged with new candidates who pass required testing and then, purged of all names on the list beyond six (6) months.

Background Investigation: If you are selected from the eligibility list, you will be sent a background packet that consists of a series of questions regarding your background, including: education, training, previous work history, life experiences, and personal traits.

Polygraph Exam: A polygraph examination will be administered to all candidates.

Psychological Evaluation: A psychological evaluation will be scheduled for those who successfully complete the background investigation. The psychological evaluation consists of written tests and an interview with a designated psychologist to determine your suitability for the position.

Medical Exam: A medical exam will be scheduled to assess your overall medical suitability for the position.

Out-of-State Applicants: Out-of-state applicants must either obtain a [P.O.S.T](#) "Basic Course Waiver" or attend an academy selected by the department.

The chief of police maintains the final right of approval for any candidate referred from the Employment Eligibility List.

To Apply

To be considered for this excellent law enforcement career opportunity, submit an original, completed and signed City of Marina application:

City of Marina, City Hall
Human Resources Division
211 Hillcrest Avenue, Marina, CA 93933.

To obtain an application visit the City's website: www.ci.marina.ca.us or visit City Hall.

RESUMES WILL NOT be accepted in lieu of an original and official City of Marina application. **FACSMILES/EMAILS will not be accepted.**

Selection Process:

DEADLINE TO APPLY

This recruitment is opened CONTINUOUSLY. Testing will be schedule at 90 day intervals. The **first testing phase is tentatively scheduled for May 15, 2006**. Applications will continue to be accepted after April 24, 2006 and may be considered in the following testing phase depending on the applicant pool.

*The City reserves the right to modify the selection process and /or revise the tentative examination schedule at any time.

The Government

The City of Marina has 89 full time employees, 8.5 part time employees, and a variety of seasonal recreation workers, volunteers and police and fire reserves. The general fund budget is \$7 million, a total budget of \$16 million.

Marina is a Charter city, which operates under a Council-Manager form of government. The City Council includes a Mayor elected at-large every two years, and four Council members elected to staggered four-year terms. In addition to serving as the Airport Commission and the Redevelopment Agency Board, the City Council has four standing commissions: City Services and Improvement, Economic Development, Planning, and Recreation and Community Services

The City is a full-service city, which provides public safety, public works, community development, and airport operations. The Public Safety services include police protection, fire protection, animal control, and emergency medical aid. Community Development department includes Planning, Engineering, and Public Works. Some of the Community Development services include building and safety code enforcement and inspection, street lighting, beautification, land use planning and zoning, housing and community services, maintenance and improvement of streets and related structures, traffic safety maintenance and improvement. The Recreation and Cultural Services Department provides a wide range of diverse recreational and cultural programs for citizen participation.

About the City

The City of Marina is located on the world famous Monterey Bay, bordering the Pacific Ocean on Highway 1, eight miles north of the Monterey Peninsula Commercial Airport. Marina is an hour and a half drive from San Francisco and 355 miles north of Los Angeles. This young City enjoys a mediterranean climate with an average temperature between 50 and 70 degrees. While Marina does not have its own harbor, it is conveniently situated between the commercial harbors of Monterey and Moss Landing. The newly acquired Marina Municipal Airport, formerly the Fritsche-Army Air Field, can accommodate private business or recreational aircraft. The City was incorporated in 1975 and became a Charter City in 1998.

The City limits encompass approximately 9,000 acres of land, much of it belonging to the former Army training facility "Fort Ord" until 1992. The lands are still in the process of being returned to the public for natural habitat, educational opportunities and development. Marina's 21,000 residents

represent a large ethnically and culturally diverse population. The median household income is between \$40,000 and \$60,000 and the median home price is \$500,000. The City is also home to at least 15 Churches of varying denominations. Marina has four large Shopping Centers and five Banks. Marina has a small library and is currently engaged in a capital campaign to build a new enlarged modern facility. A member of the Monterey Unified School District Marina includes portions of the California State University Monterey Bay, and extensions of the Golden Gate University and the University of California. Marina is also home to the University of California Monterey Bay Education, Science & Technology Center (MBEST).

Marina's potential for retail sales, tourism and job growth are all-strong. In addition to professional services, the City has attracted a number of light industries, which find it of benefit to be located on the prestigious Monterey Peninsula. Marina currently has extensive amounts of land available for redevelopment with anticipated new commercial and residential opportunities underway. At this time seven (7) major development projects are underway in either the planning or site improvement stages Together, these projects encompass more than 1,400 acres and over \$5 billion in projected future valuation.

The hospitality industry is also expected to play an important role in the City's economy. The beautiful water front Marina Dunes Resort and time-share is just one of the new lodging facilities Marina has attracted. The future will bring development of many more hotel rooms, small conference center and golf course. These projects will generate new jobs and substantially increase the City's transient occupancy tax revenue, businesses, government agencies, education and research institutions, and policy makers. The 25,000 sq. ft. facility fosters applied research and technology transfer as well as regional economic development and job creation. The City of Marina takes pride in the operation of the 11,500 sq. ft. Marina Technology Cluster at the MBEST Center. The business incubator's goals are job creation and economic diversification. The City's Technology Cluster provides premium office space as well as business support and shared resources for its tenants. In addition to the MBEST buildings the University of California plans on developing a 437-acre research and development business park, which will eventually employ 7,300 people. The first phase is a 67-acre development, which will employ 1,300 people when fully built out.

Great things are happening in Marina, CA.

A CHAMPION CITY